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A Study on Industrial Labour in India

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ABSTRACT

India is the most industrious country. Labor is an important production, and workers play an important role in economic development. Efficient and skilled workers are the real wealth of the country. Industrial workers in general language are employed in large and small industries. But working in the conglomerate industries controlled by the Factory Act in India Only industrial workers are considered industrial workers Those who work in the good industries are not considered industrial workers. Industrialization in our country is slowing down as the number of industrial workers is growing slowly. In India, only workers who are employed in large corporations are considered industrial workers. In 1991 there were only 88.79 workers and 4.72 lakh workers in the private sector. Of the total 28.5 crore workers in the country, industrial workers account for only 3.17 per cent. The number of workers employed in the state-owned manufacturing sector in 2008 108. 44 lakh and 49.5 in the private sector. Of the total 28.5 crore workers in the country, industrial workers account for only 3.17 per cent. The number of workers employed in the state-owned manufacturing sector in 2008. 44 lakh and 49.5 in the private sector. In the same period, the number of jobs in the combined public sector was 177 lakhs. A large number of workers are employed in the cotton industry in India.

Keywords— *Labour, Labour Organization, Trade Union Movement, Industrial Disputes, Social Security*

1. CHARACTERISTICS OF INDIAN INDUSTRIAL WORKERS

A large number of industrial workers in India are illiterate and uneducated. The industrial workers of India are not organized. They belong to different caste, language, culture and regions. This makes it nearly impossible for them to go out on any trash or business. There is a lack of discipline and restraint among Indian workers. Absence for no reason. Their common feature is to leave one job and join another. Industrial workers in India are wandering. Most of the workers come from villages.

The decline of organization among industrial workers is high. There is also a lack of organizational spirit. The industrial workers of India are not so dax. Their productivity is very low. The lack of training, training and research facilities and unhealthy living conditions have contributed to their inefficiency. Industrial workers in India are very poor. Due to poverty, he is not enthusiastic about work. India's large number of industrial workers are fools and custodians, who believe in the things of God. Industrial workers tend to be absent from work for most of the year, from feast days to festivals Industrial workers lack knowledge of legal policies and regulations. They don't know a lot of laws and policy-rules.

Most industrial workers in India are accustomed to the dangers of drinking and gambling. This reduces their efficiency and mental well-being

2. PROBLEMS OF INDUSTRIAL WORKERS IN INDIA

The problem of occupational hysterectomy

Bonus issue

The problem of worker welfare and social security

The problem of organization

3. EFFICIENCY OF INDUSTRIAL LABOR

Industrial workers in India are said to be less efficient than Westerners. A British worker is of the opinion that he is more powerful than Indian workers Indian workers are only able to look after 180 mugs while Japanese workers are able to look at 240 mugs,

while American workers can look after 1200 mugs. The efficiency of Indian industrial workers is known to be very low. The efficiency of the workers is determined by the weather, education, training, working conditions, wages, health and so on. Indian workers are only able to look after 180 mugs while Japanese workers are able to look at 240 mugs, while American workers can look after 1200 mugs. The efficiency of Indian industrial workers is known to be very low. The efficiency of the workers is determined by the weather, education, training, working conditions, wages, health and so on. The wages of Indian workers are very low. They are not able to provide even the minimum standard of living. Indian workers are often illiterate, conservative and lacking technical know-how so their efficiency is very low. The wages of Indian workers are very low. They are not able to provide even the minimum standard of living. Indian workers are often illiterate, conservative and lacking technical know-how so their efficiency is very low. Indian workers are often poor and always suffering from debt. Raw materials used in factories, machinery is old. Factories and working conditions are very bad. It is natural that Indian workers are working in factories which are not well lit and their production capacity is low as their working hours are high. Indian workers live mostly in slums. The owners of factories only provide work for the workers, not the accommodation. Thus, their efficiency is low. Industrial workers are victims of many ills. It is common to be absent from work and absent. In addition, workers are often wandering and unable to work at their best. Most of the workers in India are not yet organized. It is common for the inefficiency of employers to decrease the efficiency of labor.

4. ORGANIZED AND UNORGANIZED WORKERS

Workers who have become members of industrial unions are considered organized workers. Here, the organizers will discuss and determine the salary of employees, the duration of work, etc. The trade unions will take steps to provide the necessary facilities to the members in case of distress. Increased protection for organized workers. They are mostly workers in large and small industries. Industry workers are unorganized workers without any organization. They are employed in the good industries, neither employed nor secured in any way. Workers live life in a state of mourning. His social and economic status is low. They are less able to fight exploitation. Unorganized industrial workers are therefore not considered industrial workers. The exploitation of unorganized workers is high and their standard of living is low.

4.1 The contribution of the private and public sector to industrial workers

The private sector is controlled by the private sector. The private sector plays an important role in the Indian economy. The sector generates 80 per cent of the country's total output. Providing 90 per cent of the jobs. In 1957, there were 74 public sector companies in our country. Similarly, the proportion of private companies increased from 29,263 in 1957 to 5,41,051 in 2000. Prior to 1947, when the British were in power in India, industries such as cotton, sugar, paper and edible oil were established in the private sector. In the twentieth century, the Tata iron and steel industry had developed a lot.

Now in India, industries such as chemicals, paint, plastics, machinery and rubber have made considerable progress in the private sector. The private sector is a major source of employment opportunities for people. As the sector develops, employment opportunities for all classes of people will play an important role in reducing unemployment in the country. However, private sector workers have fewer jobs and fewer benefits as compared to public sector workers. They are exploited in one way or another. But in terms of employment, the private sector is playing an important role in India. The public sector is a government-controlled field. The rate of wages, housing, medical and education available to those employed in the public sector is high. The wages of public sector employees in 1986-87 were Rs. The public sector has also spent thousands of crores of rupees on workers' education and medical facilities during 2001-2002. 44 percent of the public sector workers are provided with housing. This facility plays a key role in enhancing their quality of life and their status. The public sector factories are sick but the government takes care of the sick industries. For example, in our country 1.6 lakh cotton industry workers are working in a sick industry, and his status is better than that of private sector workers.

4.2 Tips for improving the efficiency of Indian workers

To increase the efficiency of our country's workers, the following strategies can be suggested. The collective effort of the workers' unions, the owners of the factories and the government is essential in this area. Workers need to develop good habits. Employers need to be aware of their work responsibilities and cooperate with them. Their work must be done with honesty so that they can be more illiterate, trained and engaged in work. The owners of the factories should treat the workers properly. They need to know that workers cannot make much profit without cooperation. Workers will be satisfied and work harder if they get a decent salary. Production often increases the rate of profit. Sophisticated machinery should be installed. The factories must be modernized to improve their working conditions and they should be provided with all facilities to keep a good relationship with the workers.

Workers' unions also play a significant role in increasing the efficiency of workers. So they must be well organized and strengthened. To improve the efficiency of workers, they should be provided with financial and social assistance training facilities. The interests of workers must be protected by carrying out cultural and social activities. The government also plays a significant role in increasing the efficiency of the workers. Several measures have already been taken in this direction by the Government to pass a number of laws to protect the interests of workers. For example, the government has passed the Factory Act, the Workers' Union Act, the Minimum Wage Act, the Futures Fund Act, the Workers' Compensation Act and the Workers' Compensation Act. Yet India is still lagging behind in this direction.

The government has also made some laws to provide social security. But there is still much that the government has to do in this direction so that the government needs to take further action to ensure the welfare of workers. Conflicts and clashes between industrial owners and workers are called industrial disputes. Industrial disputes are common in the modern industrial sector. Owners and workers of industries have conflicting relationships. If employers are thinking of getting low wages and long-term work, then workers worry about higher wages and better work environments.

These two classes of people's aspirations are different, resulting in conflicts of interest and conflicts. Such conflicts, conflicts and conflicts are known as industrial disputes. When disputes arise, strikes, lock-ups lead to sluggish work, disrupts relations between employers and workers, and leads to production.

4.3 Causes of industrial disputes

High wages and demand are responsible for most industrial disputes in India. Workers are demanding better facilities such as housing, safety at work, shorter working hours, proper ventilation, lighting, and canteen facilities. Workers are constantly demanding bonuses. They also ask for a share in the profits. Worker quarrels begin when employers fail to meet this requirement. If the governance of industries is flawed, it will create disputes for the employer when they are in trouble. When multiple trade unions exist in the same industry, there is often a quarrel between these unions which creates an industrial dispute. In some cases industrial arguments arise politically motivated. Most of the labor unions in India are under the control of political parties. Politicians incite strikes in order to maintain their self-interest. Industrial disputes occur when employers refuse to comply with this demand when workers demand that they be allowed in the administration. In 1951, the country lost 38.2 lakh human days due to industrial disputes

4.4 Resolving Industrial Disputes

Recognizing the need to resolve industrial disputes with a view to establishing good industrial relations, the government enacted the law in 1947. Some amendments were made to this law in 1956, 1965 and 1985. The Industrial Disputes Law prescribed measures to prevent and settle industrial disputes.

5. FUNCTION COMMITTEES

These committees were organized committees, consisting of employers and employees. The main goal is to leave a difference of opinion and to establish a good relationship. The government has decided to appoint a working committee of workers and employers' representatives in industries with 100 or more workers.

- (a) **Bailiffs:** The government appoints brokers for dispute settlement for a particular area and industry. To help resolve the dispute between government owners and workers in a friendly manner. The negotiators must submit a report to the government on the success and failure of the negotiations
- (b) **Coordination Board:** The government appoints a coordination board. The board has one independent chairman and two or four representatives of employers and workers. It examines the controversies cited by the government. Reports to the government on the success and failure of the dispute.
- (c) **The Court of Inquiry:** The government will create an investigation court if the dispute is not resolved by the board of directors and the coordination board. The government appoints one or two outside independents in the probate court. This court will review the dispute and submit a report to the government. The case is then handed over to the Labor Court or the Industrial Board
- (d) **Labor Court:** State governments have created courts for the trial of workers' resolutions, seas, etc.
- (e) **Industrial Tribunal:** Industrial tribunals are state-wide and nationally headed by a state high court judge. It gives a verdict on the details of salary, bonus and profits.
- (f) **Federal governing body:** The government's view is that labor disputes will be reduced if workers are allowed to participate in the administration. It is therefore recommended that there be a federal governing body in all industries. These boards allow workers to take part in governance and create better relations between employers and workers.
- (g) **Code of Discipline:** In 1956, the Industrial Disciplinary Committee was formed at the Indian Labor Conference. The committee has proposed to resolve disputes such as strike, lockout and renegotiation.
- (h) **Board of National Arbitration Promotion:** It was created in 1967. Members are representatives of employers and workers, representatives of public enterprises and state and central governments. This council helps employers and workers resolve disputes among themselves.
- (i) **Tripartite Committee:** Tripartite committees are appointed for the establishment of industrial peace. The committee consists of workers, employers and government representatives. These committees play an important role in participating in industrial disputes.
- (j) **The movement of workers:** The workers form associations to protect their interests, their own economic and social welfare. Such unions are called labor unions. Workers' protection alone cannot be achieved by the government or the workers are individually unable to protect their own interests. But collectively, all workers can take care of themselves. The workers' movement is therefore an attempt to establish their own union and thereby to their own interests.

6. THE GROWTH OF THE LABOR MOVEMENT

Commodity prices and cost of living were rising during World War I. But changes in wage rates were not the only changes. Workers have suffered as a result of low wages and high prices. When the war was over, workers formed unions and started the movement for higher wages. These unions succeeded in striking and fulfilling their demands. So, the trade unions were encouraged to grow. A number of trade unions in India formed the All-India Federation of Trade Unions (A. I. T. U. C) in 1920. This intensified the growth of trade unions. Their numbers and memberships are growing in the classroom. After the government passed the Trade Unions Act in 1926, the labor movement gained greater strength. According to the law, the government credited the trade unions. Accredited trade unions receive many benefits and rights. This began to grow under the burden of the labor movement. During World War II, commodity prices and living conditions skyrocketed, and the workers strengthened the movement for higher wages. Even after independence, as their situation improved, the strikes went up. More than one national organization was set up because of disagreements within the labor leader itself. Today, there are 12 national institutions in India, each of which is controlled by a single political party

- Indian National Trade Union Congress
- All India Trade Union Congress

- Hindu Majidura Sabha
- This United Trade Union Congress
- The Center of Indian Trade Union
- United Trade Union Congress
- National Federation of Independent Trade Union
- National Labor Organization
- Trade Union Co-Ordination Committee

6.1 Errors in the labor movement

The labor movement in India has not made much progress. It doesn't have to be as strong as it should be. Trade unions are not established in all industries and everywhere. Not all workers in an industry or place are members of their respective trade union. Trade unions are low and their membership is low. The origin of industries in our country is that only a small number of workers are members of trade unions.

Several factors have contributed to the underdevelopment of the labor movement in India:

Low Membership Factory Workers' total number of industrial workers who are members of the labor union is low compared to labor union membership. For example, in 1963 and 64, 50 percent of industry workers, 40 percent of factory workers, 25 percent of railway workers were union members. But 90 per cent of the total workforce in England's industries are members of trade unions. So, it makes sense that the labor movement in our country is not strong in the country. Labor unions are not doing well because they get enough membership.

Since the workers are largely uneducated, they do not know the purpose and significance of the labor movement. They are not aware of their duties and responsibilities. Thus, he is not an active member of the association. Factories working in factories are mostly from nearby villages. They leave their jobs. Trade unions need money in order for them to grow well. But Indian workers are poor, unable and unwilling to subscribe to the union. and go back to their villages.

Factory workers are not accustomed to the fact that they belong to different caste and different language areas. Thus, we can see more than one trade union in the same factory fighting each other. It is impossible to achieve solidarity with it. In addition, every major political party is trying to control these unions. The split and disobedient attitude of the workers also worries the development of the workers' movement. The owners of many factories in India are opponents of the labor movement. They argue that the movement of the labor movement will hinder the development of industries. The trade unions fear their workers as enemies and try to suppress the workers' movement.

The Indian workers' movement is largely led by outsiders. Durina, who presided over the movement, is not aware of the local conditions. They are usually political leaders who work for their own party rather than their own. It is thus undermined by the lack of proper leadership of the Indian labor movement. Many workers are reluctant to participate actively in the labor movement by employers harassing or leaving their jobs. Indian labor unions urge workers to strike or carry out destructive activities rather than just formative programs.

Workers' unions pay less attention to well-being activities such as education, training, medical compensation. Thus, they have failed to get the h The British government has long been apathetic and the labor movement has not been effective. Even after independence, our government has not yet taken adequate measures to protect the workers. Heartfelt support of all the workers Measures to strengthen trade unions. Getting rid of defects in labor unions is necessary from the interests of the workers and from the viewpoint of the State and the security. Therefore, the following steps can be taken to strengthen the trade unions First, education facilities should be provided to the workers. Association members should exchange ideas with each other. They should organize lectures and discussions. Leadership of trade unions must be in the hands of workers, not outsiders. Encourage one of the workers and prepare them for leadership. Workers must be forced to become members of a union.

This will strengthen the union's labor force. If all the workers of the factory are members of the union, they can easily meet their demands before the owner. Trade unions should not be just organizations that encourage strikes or losses to employers. Instead, they must take appropriate training to improve workers' efficiency. Workers should undertake wellness and cultural activities Each industry has more than one trade union. They have created conflicting attitudes through their differences. Also, there are frequent conflicts between them. To avoid these, a company must have a single trade union. This will enable the workers to work together and work together It is very important to keep trade unions away from political influence. Leaders of political parties and workers' unions must surrender to workers without resorting to political affairs Workers of unions must be trained to strongly organize trade unions. Recently, an organization called Asian Trade Union College was set up in Kolkata, where training of trade union workers was organized. Labor meditators must strive to improve the economic, social and cultural conditions of workers. They should not only alert workers to their rights, but also be aware of their duties and look to the physical and mental development of workers. The membership of the association should be made compulsory. This will enable the trade union to raise more money and carry out many activities for the employment of the workers. The trade unions of India will be strengthened if the trade unions act in accordance with these instructions and the safety of the workers and the security of the country can be easily achieved.

6.2 Labor sector reform

India's labor laws are not flexible. They do not provide the flexibility necessary for enterprises to operate in a highly competitive market. The existing labor laws have become involved in the process of business reorganization and organization. It is therefore time to introduce reforms in the labor market and amend the labor laws and submit them to the practices of other countries.

6.2.1 Second National Labor Commission

Ravindra Verma of the Second National Labor Commission was appointed in 1999. It was hoped that the Commission would review the new environment arising from the globalization of the economy and the liberalization of trade and industry.

6.2.2 Recommendations of the Second National Labor Commission

No pre-requisite for layoffs or layoffs.

No pay board required. The number of holidays should be limited to five days per year and restricted holiday days

There should be no contract labor on the main product or service.

The trade union is the only bargaining representative with at least 66 percent membership.

One of the organizations employing more than twenty people should form a Compliance Environment Committee.

The creation of a high authority National Social Security Authority under the presidency of Prime Ministers. Creating a law for unorganized sector workers for job creation and protection. The Commission recommended the use of the term Worker, a gender-neutral experiment, in place of the current Work Disputes Act and other laws. It advocated the uniformity of all labor laws, and the enforcement of a single law, called labor-rights law or labor-owner relationship law. It also recommended the creation of a legal framework for workers' participation in the administration.

The Commission on Minimum Wage Decision states that the minimum wage offered in any job must meet the needs of workers and their families. The Commission recommends that each employee be paid their monthly salary in the form of bonuses before any festival. It called for formulation of a general rule regarding working hours holidays and working conditions in the workplace. Moreover, it has proposed to create a new law for the benefit of children.

This Commission states that the Labor Organization Law should be amended to facilitate the formation of the Unorganized Workers Union and its registration. The Commission recommends the creation of a three-tier system, the Lok Adalat, the Workers' Court and the Labor Relations Commission for the consideration of personal issues, grievances and hardships. The Commission opposes hiring casual or temporary workers as opposed to permanent posts.

6.3 Measures of Social Security in India

In the industrial economy, workers are more vulnerable to accidents, illness, uncertainty and unemployment. In such situations, the working family suffers. It is the duty of employers and the government to provide adequate protection to workers against hardship. In Western countries, the government provides relief for workers' sickness, unemployment, casualties, etc. These are called social security measures.

Social security measures have begun long ago in most countries of the world. But it has been implemented since independence in India. Social security programs for workers' well-being, such as the establishment of labor unions. The need for wage earners and low-wage workers in India has increased.

In 1923, the Government of India passed the Workers' Compensation Act. The workers are compensated in case of accidents while working in the industry. Maximum Permanent Disability of Rs.5.48 lakh and death of Rs 4.5 lakh will be compensated and depending on the disability.

The Employees State Insurance Act was passed in 1948, which mandated that all employees receive health insurance. In case of sickness, the workers are covered under this insurance act for medical benefits, cash and childbirth of less than Rs 7500. In case of permanent disability or death on duty, 70% of the salary is paid as compensation.

In 1945 the Act established the Employees State Insurance Corporation. It has 40 members. They are representatives of sectors such as trade unions, government employees and representatives of parliamentary unions.

The 1948 Act establishes Employed Insurance and 1.55 per cent of the labor force is paid by the employer. Government 12.5 provides relief. Central and State Governments are also subscribing.

The Social Security Scheme offers 5 types of insurance to workers and families. Insured workers receive sickness benefits for certified disease. Workers get sick for 91 days in a year and get sick in a controlled hospital. Medical facility also receives sickness beneficiaries. He receives free medical treatment. The medical facility worker and his family receive. The insured person receives medical help for tuberculosis, cancer, psoriasis and artificial limbs. For this he will be compensated from 75 thousand to seven lakhs.

An insured pregnant woman receives 12 weeks of leave with no pay. An insured worker receives disability benefits in the event of an industrial accident. The disabled worker receives 70 percent of his salary. If fully optimistic, you will get the full benefit. An insurance fund provides assistance to those who wish to have a worker die or become permanently ill. This help depends on his relationship, which can be sought for as long as the wife lives or remarries. Females get subsidized up to 15 years of age.

7. SOCIAL SECURITY IN INDIA

- The Industrial Disputes Act of 1947: The Act was amended in 1956. This means that a worker who has served more than one year may not be fired without a month's advance notice
- Employee State Insurance Act of 1948: This Act covers all factories with more than 20 workers and all workers receiving a monthly wage of less than \$ 75,000.

- The Futures Fund Act of 1952: Under this scheme, workers contribute 12 percent of their wages to a future fund. The owner also pays for the labor inventory fund. During retirement, workers are paid interest on future payments
- 1965 Bonus Law: This law applies to all factories. This means employers have to pay workers a bonus on their dividends once a year.
- 1965 Bonus Law: This law applies to all factories. This means employers have to pay workers a bonus on their dividends once a year
- The Gravity Act of 1972: Accordingly, the worker receives 15 days' salary for the full year of service in his retirement, not exceeding a maximum of Rs 3.5 lakh.

Older Wages A monthly wage for older persons without shelter over 60 years. Social security benefits are available to widows, disabled, childbirth, unemployment allowance, casualty, insurance, liberty social workers, artists and athletes. Although many social security schemes are implemented in India, these facilities are not widely available to uno National Renewal Fund The New Economic Policy The old industrial reorganization process began in 1991. It aims to make the country globally competitive. Under the Organization and Adjustment Program, the industry's technical upgradation and disease units are given high priority. Against this backdrop, the government established a National Regeneration Fund in 1995 to protect the interests of workers who are in trouble from re-organization.

7.1 Objectives of the National Domestic Fund

Helping enterprises to pay the cost of training and reassignment to workers who are in trouble due to modernization, reorganization and technology upgrades. Providing financial assistance to rehabilitate employees who are in trouble with the reorganization or closure of industries in the public and private sector. Financing job creation programs in organized and unorganized sectors to provide social security for workers. The government aims to gradually increase the resources of the National Revival Fund through central government budget support by state governments, financial institutions and the private sector.

Since large industries in India have not made much progress, the number of workers employed in them is very low when compared to the population of the country. In 1950, the number of industrial workers in India was 30 lakh. The total employment level in 2004 was 423 million, including the combined sector and the unorganized sector. According to the National Sample Survey, 2013, four-quarters of industrial workers are at 1.43 per cent Including railway workers, postal and wire and telephone workers, electric power workers and government workers, the proportion is only 6 percent. Although the number of industrial workers is low, they have a significant role in the economy of our country in terms of national income generation and economic growth.

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